





HDN Mentoring Programme Class Two Welcome!

Sue Waterall

Groundrules

- Ask any questions
 - Respectful challenge
 - Share any concerns
 - Be open to learning different things
 - Lean in ... reach out ... embrace
 - And have fun!
- 

Agenda

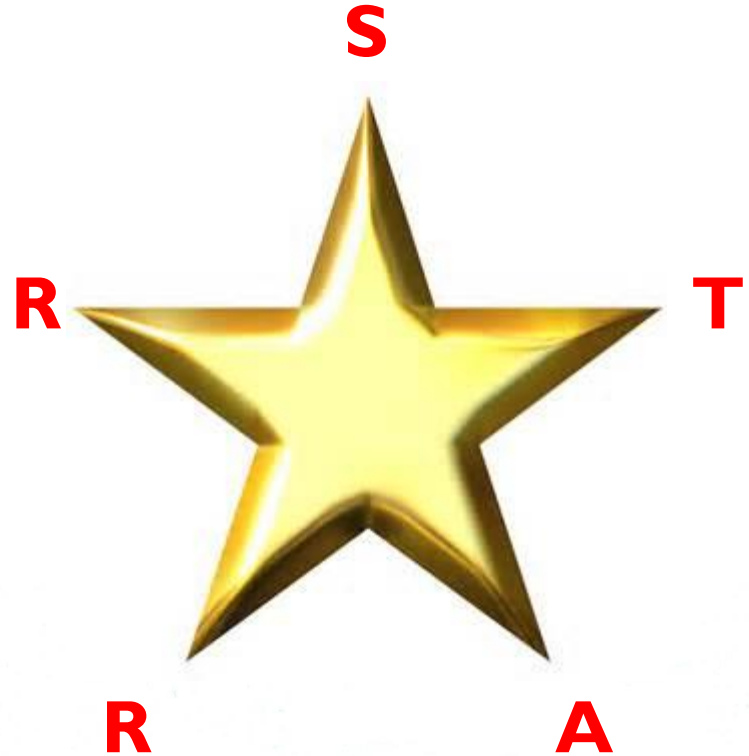
- Warm up
 - Mentoring experiences and STARR
 - Teamworking & practical exercises – Jonathan Chalstrey
 - PPI – Understanding ourselves and others
 - Effective leadership and managing change – Kate Forrester & Roisin Ahmed
 - Dealing with difficult colleagues – Jonathan Chalstrey
 - Lean in to Class 3
- 

Mentoring Experiences



The **STARR** technique – identifying transferable skills

- Situation
- Task
- Action
- Result
- Reflection



Teamworking ... and dealing with difficult colleagues



Jonathan Chalstrey
Housing Diversity Network




CIPD | People Management
Awards 2016



**Choose who you
want to be!**

Personality Performance Indicator (PPI)

Personality Performance Indicator

- A work based personality profiling tool
 - Developed from the original work of Professor William Moulton Marston
 - To be used positively as a springboard for discussion
 - Helps us understand ourselves ... and others
 - Values the diversity of approaches and behaviours
- 

PPI Charts

- **Basic behaviour chart** — This chart represents your ‘normal’ behaviours when in an ordinary frame of mind and not subject to any special pressures or concerns.
- **Potential work behaviour** — This chart represents the changes in behaviour that you think may be necessary in order to be successful, or survive, at work.
- **Probable behaviour under pressure** — This chart represents what you may do when you’re feeling stressed.

The green zone on the charts suggests a very strong preference.

DISC Model

D – Dominance

“Results”

I - Influence

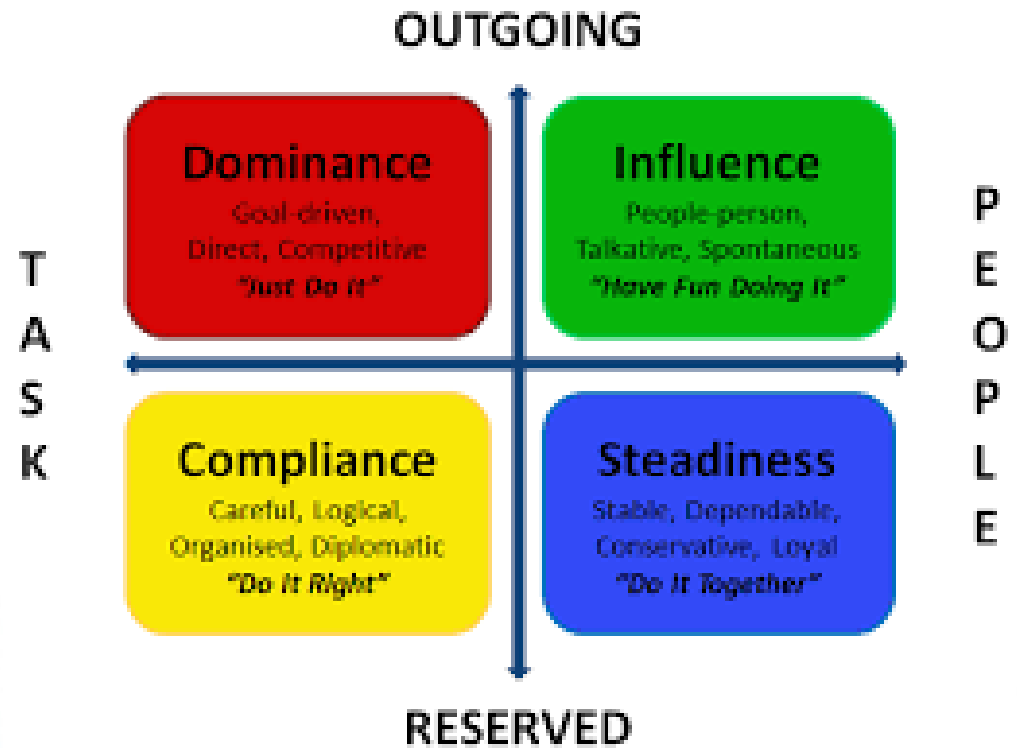
“Enthusiasm”

S - Steadiness

“Sincerity”

C – Compliance

“Accuracy”



PPI – a summary

- Organisations need all four styles
- Each brings valuable workplace strengths
- Effective people demonstrate flexibility
- An extreme preference may become overplayed and seen as too rigid
- Successful people reflect on how to engage with other types by choosing to adapt their own preferred behaviour

Effective leadership and managing change

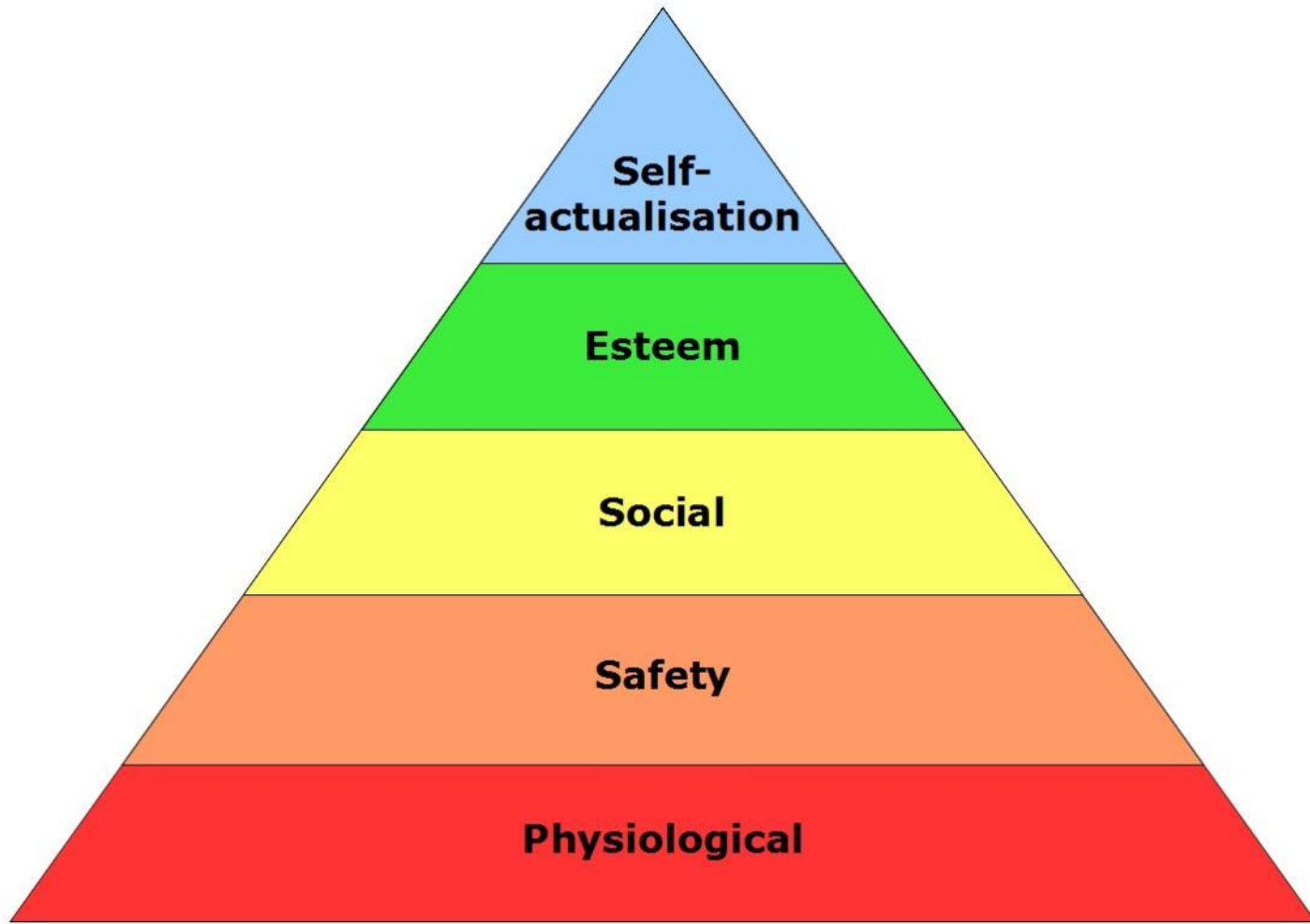


Kate Forrester and Roisin Ahmed
The Guinness Partnership

Motivation



Maslow's Hierarchy of Needs



Dean Spitzer – the 8 desires

Affiliation

Activity

Achievement

Recognition

Competence

Power

Ownership

Meaning

Lean in to Class 3 ...

Opportunities and Challenges

- An opportunity to embrace the challenge of delivering a short presentation
- Choose a subject that interests you
- Feedback from 2017 – “this was the best thing I ever did. I overcame my phobia of speaking to a group in a very friendly and supportive environment”.
- Feedback from 2017 – “I wish I’d done this. I didn’t dare take the opportunity and then I regretted it”.

The only way to get rid of the fear of doing something is to go out and do it. Feel the fear ... and do it anyway”.

Susan Jeffers



Class 3 – topics 2016

- Charity work/volunteering
- Loan sharks
- Windsurfing
- Camping with a difference
- Adam Ant
- Dementia friends
- How poetry saved me from bullies
- Leading a team for the first time



Class dates and venues

Class 3

Date: Thursday 8th March 2018

Time: 09.45 - 3.45

Venue: New Charter Housing – Cavendish 249, Cavendish Street, Ashton-under-Lyne, OL6 7AT

Class 4

Date: Wednesday 9th May 2018

Time: 09.45 - 3.45

Venue: Mosscafe St Vincent's – 101 Great Western Street, Moss Side, Manchester M14 4AA

**NATIONAL MENTORING CONFERENCE
WEDS 20TH JUNE 2018 IN BIRMINGHAM!**



Happy Christmas!

